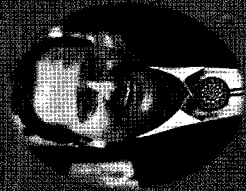


# American Indian and Total Population for Flathead Reservation and Related Areas

American Indian Population							Total Population						
Census			Estimates				Census			Estimates			
Geography	2000	2001	2002	2003	2004	2005	Geography	2000	2001	2002	2003	2004	2005
Flathead Reservation	6,999	n/a	n/a	n/a	n/a	n/a	Flathead Reservation	26,172	n/a	n/a	n/a	n/a	n/a
Flathead County	856	915	920	966	979	1,021	Flathead County	74,471	76,100	77,449	79,435	81,114	83,172
Niarada CDP**	17	n/a	n/a	n/a	n/a	n/a	Niarada CDP**	50	n/a	n/a	n/a	n/a	n/a
Lake County	6,306	6,485	6,457	6,557	6,615	6,656	Lake County	26,507	26,948	26,997	27,370	27,915	28,297
Arlee CDP*	301	n/a	n/a	n/a	n/a	n/a	Arlee CDP*	602	n/a	n/a	n/a	n/a	n/a
Big Arm CDP*	40	n/a	n/a	n/a	n/a	n/a	Big Arm CDP*	131	n/a	n/a	n/a	n/a	n/a
Charlo CDP*	78	n/a	n/a	n/a	n/a	n/a	Charlo CDP*	439	n/a	n/a	n/a	n/a	n/a
Dayton CDP*	3	n/a	n/a	n/a	n/a	n/a	Dayton CDP*	95	n/a	n/a	n/a	n/a	n/a
Elmo CDP*	97	n/a	n/a	n/a	n/a	n/a	Elmo CDP*	143	n/a	n/a	n/a	n/a	n/a
Finley Point CDP*	69	n/a	n/a	n/a	n/a	n/a	Finley Point CDP*	493	n/a	n/a	n/a	n/a	n/a
Jette CDP*	10	n/a	n/a	n/a	n/a	n/a	Jette CDP*	267	n/a	n/a	n/a	n/a	n/a
Kerr CDP*	3	n/a	n/a	n/a	n/a	n/a	Kerr CDP*	17	n/a	n/a	n/a	n/a	n/a
Kicking Horse CDP*	37	n/a	n/a	n/a	n/a	n/a	Kicking Horse CDP*	80	n/a	n/a	n/a	n/a	n/a
Kings Point CDP*	14	n/a	n/a	n/a	n/a	n/a	Kings Point CDP*	169	n/a	n/a	n/a	n/a	n/a
Niarada CDP**	17	n/a	n/a	n/a	n/a	n/a	Niarada CDP**	50	n/a	n/a	n/a	n/a	n/a
Pablo CDP*	928	n/a	n/a	n/a	n/a	n/a	Pablo CDP*	1,814	n/a	n/a	n/a	n/a	n/a
Polson	651	n/a	n/a	n/a	n/a	n/a	Polson	4,041	4,219	4,320	4,521	4,680	4,828
Ravalli CDP*	33	n/a	n/a	n/a	n/a	n/a	Ravalli CDP*	119	n/a	n/a	n/a	n/a	n/a
Rocky Point CDP*	1	n/a	n/a	n/a	n/a	n/a	Rocky Point CDP*	107	n/a	n/a	n/a	n/a	n/a
Ronan	599	n/a	n/a	n/a	n/a	n/a	Ronan	1,812	1,864	1,888	1,905	1,948	1,968
St. Ignatius	352	n/a	n/a	n/a	n/a	n/a	St. Ignatius	788	797	793	799	812	823
Turtle Lake CDP*	173	n/a	n/a	n/a	n/a	n/a	Turtle Lake CDP*	194	n/a	n/a	n/a	n/a	n/a
Missoula County	2,193	2,258	2,397	2,414	2,436	2,480	Missoula County	95,802	96,684	97,792	98,435	99,063	100,086
Evato CDP*	147	n/a	n/a	n/a	n/a	n/a	Evato CDP*	329	n/a	n/a	n/a	n/a	n/a
Sanders County	485	491	514	500	493	497	Sanders County	10,227	10,456	10,433	10,515	10,896	11,057
Dixon CDP*	44	n/a	n/a	n/a	n/a	n/a	Dixon CDP*	216	n/a	n/a	n/a	n/a	n/a
Hot Springs	53	n/a	n/a	n/a	n/a	n/a	Hot Springs	531	539	537	540	557	565
LonePine CDP**	7	n/a	n/a	n/a	n/a	n/a	LonePine CDP**	137	n/a	n/a	n/a	n/a	n/a
Niarada CDP**	17	n/a	n/a	n/a	n/a	n/a	Niarada CDP**	50	n/a	n/a	n/a	n/a	n/a

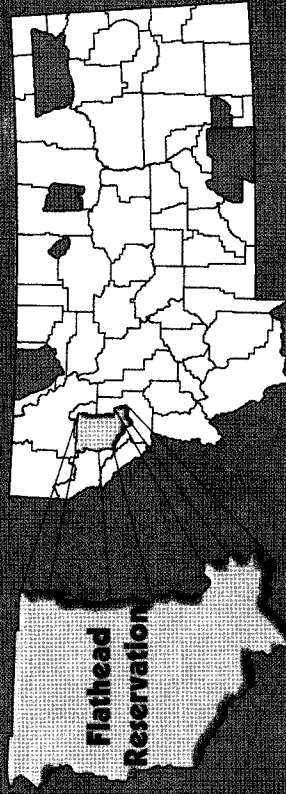
Source: U.S. Census Bureau, American Indian and Alaska Native Population in the United States: 2000. Census 2000 Summary File 3. Data for the Flathead Reservation and related areas are based on the 2000 Census of the United States. Data for the Flathead Reservation and related areas are based on the 2000 Census of the United States. Data for the Flathead Reservation and related areas are based on the 2000 Census of the United States.

## Flathead Reservation Information



Demographic & Economic Information for

# Flathead Reservation

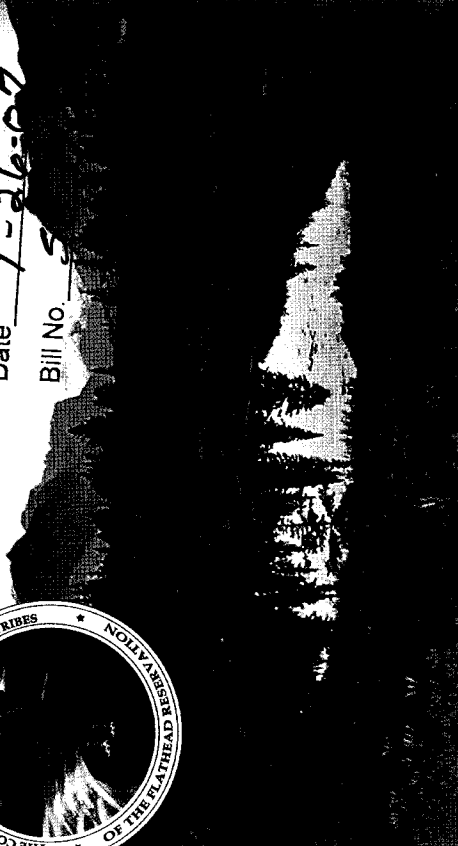


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Exhibit No. 12  
Date 9-26-07  
Bill No. 5



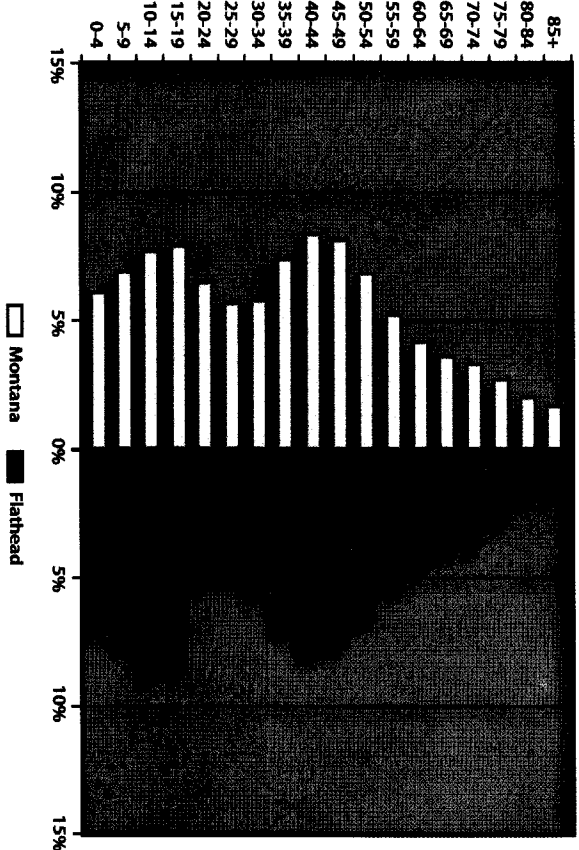
## Flathead Wage & Salary Employment Annual Averages 2005

Industry	Average Employment	Average Annual Wages Per Job
Total	7,999	\$25,212
Goods Producing	5,443	\$22,638
Agriculture, Forestry, Fishing, and Hunting	1,247	\$28,157
Crop Production	69	\$21,894
Animal Production	33	\$15,586
Forestry and Logging	2	\$22,207
Support Activities for Agriculture and Forestry	31	\$27,998
Mining	4	\$25,297
Construction	31	\$37,240
Construction of Buildings	394	\$25,493
Heavy and Civil Engineering Construction	128	\$27,792
Specialty Trade Contractors	30	\$27,820
Manufacturing	235	\$23,940
Food Manufacturing	752	\$29,782
Wood Product Manufacturing	28	\$24,816
Transportation Equipment Manufacturing	195	\$33,461
Furniture and Related Product Manufacturing	12	\$20,851
Service Providing	23	\$22,838
Trade, Transportation, and Utilities	4,197	\$21,000
Wholesale Trade	1,406	\$21,879
Merchant Wholesalers, Nondurable Goods	106	\$19,800
Retail Trade	58	\$20,642
Motor Vehicle and Parts Dealers	1,167	\$19,622
Furniture and Home Furnishing Stores	211	\$27,005
Electronics and Appliance Stores	19	\$25,770
Building Materials and Garden and Equipment Supplies Dealers	15	\$21,095
Food and Beverage Stores	126	\$22,064
Health and Personal Care Stores	278	\$18,918
Gasoline Stations	80	\$23,626
Clothing and Clothing Accessories Stores	174	\$12,972
Sporting Goods, Hobby, Book, and Music Stores	18	\$11,334
Miscellaneous Store Retailers	22	\$16,065
Information	57	\$8,436
Financial Activities	91	\$36,632
Finance and Insurance	291	\$27,268
Credit Intermediation and Related Activities	239	\$29,332
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	205	\$30,174
Insurance Carriers and Related Activities	5	\$30,036
Real Estate and Rental and Leasing	30	\$23,459
Real Estate	52	\$17,736
Rental and Leasing Services	41	\$18,592
Professional and Business Services	10	\$14,319
Professional, Scientific, and Technical Services	233	\$27,043
Education and Health Services	150	\$29,702
Educational Services	1,067	\$25,642
Health Care and Social Assistance	15	\$30,551
Ambulatory Health Care Services	1,052	\$25,585
Social Assistance	224	\$38,622
	268	\$12,632

## Flathead Wage & Salary Employment Annual Averages 2005 (cont.)

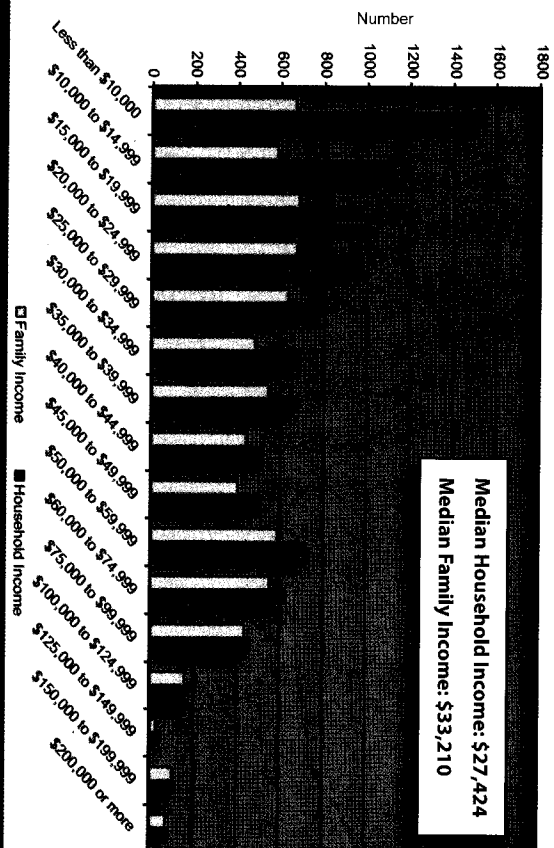
Industry	Average Employment	Average Annual Wages Per Job
Leisure and Hospitality	913	\$10,261
Arts, Entertainment, and Recreation	82	\$13,883
Performing Arts, Spectator Sports, and Related Industries	7	\$18,264
Amusement, Gambling, and Recreation Industries	75	\$13,467
Accommodation and Food Services	832	\$9,902
Accommodation	158	\$11,730
Food Services and Drinking Places	674	\$9,473
Other Services	196	\$15,723
Repair and Maintenance	55	\$20,642
Personal and Laundry Services	23	\$15,281
Religious, Grantmaking, Civic, Professional, and Similar Organizations	104	\$12,807
Private Households	15	\$18,691
Total Government	2,556	\$30,694
Federal Government	101	\$42,775
State Government	110	\$32,642
Local Government	2,345	\$30,085
Local Government Education	1,143	\$27,405
Local Government Non-Education	1,203	\$32,630

## Flathead Reservation - Population Pyramid Percent of Total Reservation Population by Age Group





## Flathead Reservation - Distribution of Income by Family and Household from Census 2000



## Flathead Reservation - Occupation by Gender Employed Civilian Population 16 Years and Over

Occupation	Total	American Indian
<b>Total:</b>	10,945	2,252
<b>Male:</b>	5,484	1,069
Management, professional, and related occupations	1585	215
Service occupations	518	166
Sales and office occupations	667	91
Farming, fishing, and forestry occupations	365	78
Construction, extraction, and maintenance occupations	1166	263
Production, transportation, and material moving occupations	1183	256
<b>Female:</b>	5,461	1,183
Management, professional, and related occupations	1817	335
Service occupations	1231	313
Sales and office occupations	1820	368
Farming, fishing, and forestry occupations	131	29
Construction, extraction, and maintenance occupations	60	33
Production, transportation, and material moving occupations	402	105

## Flathead Reservation - Labor Force Statistics

The table below provides labor force statistics from three separate sources. The reader will notice some of the numbers are dissimilar, owing to the differing definitions and statistical techniques used by each source. These differences are explained below:

### Bureau of Labor Statistics (BLS):

- Statistics represent labor characteristics of the reservation, not the tribe.
- Unemployment rates produced by MT Department of Labor
- Labor Force definition
  - Civilian, non-institutional population 16 years and older
  - The sum of Employment and Unemployment
- Employment definition
  - Did any work as paid employees
  - Worked in their own business, profession, or farm
  - Worked 15 hours or more as unpaid workers in a family owned enterprise
- Unemployment definition
  - Have not worked during monthly survey period (usually the week containing the 12th of the month)
  - Available for work
  - Actively seeking a job during last four weeks
- Unemployment Rate definition
  - Equal to the number of Unemployed divided by number in the Labor Force

### U.S. Census Bureau:

- Statistics represent labor characteristics of the reservation, not the tribe.
- Uses the same definitions for Labor Force, Employment, and Unemployment as BLS
- Self-reported every ten years
- Rate reflects employment status as of April 1st, 2000

### Bureau of Indian Affairs (BIA):

- Statistics represent labor characteristics of the tribe, not the reservation.
- Labor Force definition
  - Number of tribal members between 16 and 64 years old
  - Available for work
  - Not disabled or incarcerated
- Employment definition
  - Tribal members working for money
- Unemployment definition
  - Calculated by subtracting Employment from Labor Force

	Year	Labor Force	Employed	Unemployed	Unemp. Rate
<b>Montana Department of Labor and Industry</b>	2005	11,524	10,828	696	6.0%
<b>U.S. Census Bureau</b>	2000	11,878	10,945	933	7.9%
<b>U.S. Bureau of Indian Affairs</b>	2005	N/A	N/A	N/A	N/A

## Flathead Reservation - Educational Attainment Population 25 Years and Older

Educational Attainment	Total	American Indian
High School Diploma (or equivalent)	33.0%	31.5%
Associate Degree	6.1%	8.3%
Bachelor's Degree	14.6%	6.9%
Master's Degree	3.8%	2.8%

# Flathead Reservation

The Flathead reservation, headquartered in Pablo, is the fourth largest reservation in Montana, encompassing 1,244,000 acres in four counties, and is home to 4,550 (64.5%) of the 7,052 enrolled Confederated Salish and Kootenai tribal members (CSKT).

CSKT makes considerable efforts to support a diversified economy by providing opportunities for members who have a variety of assets, skill levels, and experiences in tribally owned businesses and privately owned non-member industries. The majority of employment is provided by the CSKT Tribes - supporting more than 1,000 employees (with an average bi-weekly payroll of \$1.3 million) in a variety of tribally owned businesses and government. Additionally, Salish Kootenai College hosts 345 employees, S&K Electronics (105 employees), St. Luke's Hospital and Health Care Network (308 employees), St. Joseph's Hospital (180 employees), The New Jore (196 employees), Lake County Government (204 employees), public schools (totaling 588 employees), and S&K Technologies (243 employees) with 27 employees on the reservation and 216 employees worldwide (Alaska to Iraq).

The CSKT Department of Human Resources Development invests substantial funds in workforce development in the form of work experience contracts for low-income persons and on the job training contracts with local employers, who in turn make a commitment to the employee for employment based upon the performance of the participant. From October 2004 to September 2005, there were 268 active work experience participants (garnering an average wage of \$6.18) and 23 on-the-job training participants (garnering an average wage of \$9.39).

CSKT's youth population (under 18) represents 26.5% of the on-reservation population. The CSKT Tribal Education Department works with 25 school facilities within the seven school districts in providing financial incentives to the nearly 800 seventh to twelfth grade students for academic achievement and attendance. In the 2004-2005 school year, the tribes paid \$22,900 in semester incentives and \$6,400 (\$200 x 32 members) to students who graduated from high school in 2005. In 2005, the CSKT Tribal Council enacted the most important piece of legislation, requiring enrolled members with Individual Indian Money accounts<sup>1</sup> to complete high school or obtain a GED and complete 20 hours of financial literacy prior to accessing their accounts at age 18. Additional incentives include scholarships to youth pursuing post secondary education - emphasizing the tribes' investment in workforce development endeavors - with \$847,370 awarded in the 2004-2005 school year.

In supporting a diversified economy, CSKT Department of Human Resources Development offers training in a variety of professions including customer service, hospitality, construction, road crews, family financial education, technologies, adult basic ed, natural resources, and entrepreneurial development. With a portion of the membership still heavily invested in agriculture, many tribal members have begun "bundling" ag occupations into a livelihood of production in furniture manufacturing, berry harvesting, and native crafts.

<sup>1</sup> The tribes reserve 1/2 of a youth's per capita income as part of a strategy that ensures funds for the future to dedicate to an education, home, business development, etc. The per capita income is solely derived from tribal revenues.

Author: Michelle Robinson, DITC, Community Development Officer

## Flathead Reservation - Agricultural Statistics 2002 Census of Agriculture

Farms		Livestock Inventory and Crops Harvested	
Farms: (number)	931	52,840	9,594
Land in farms (acres)	889,986	102	48
Average size of farms (acres)	956	1,771	440
Farms by size: (number)			
Less than 1,000 acres	810	4,156	793
1,000 acres or more	121	932	380
Farms by value of products sold and government payments received: (number)		1,320	110
Less than \$100,000	844	(D)	-
\$100,000 or more	87	700	370
Farms by type of organization: (number)		7,333	(D)
Family, Individual, Partnership	870	(D)	(D)
Corporation, Cooperative, Trust	61	(D)	(D)
Livestock and Poultry Inventory (number)		Crops Harvested (acres)	
Cattle and calves		Corn for grain	
Hogs and pigs		Corn for silage or greenchop	
Sheep and lambs		Wheat for grain, All	
Horses and ponies		Wheat for grain, All	
Bison		Winter wheat for grain	
Chickens (layers and broilers)		Durum wheat for grain	
Crops Harvested (acres)		Spring wheat for grain	
Corn for grain		Barley for grain	
Corn for silage or greenchop		Oats for grain	
Wheat for grain, All		Sunflower seed, All	
Wheat for grain, All		Soybeans for beans	
Winter wheat for grain		Hay, haylage, grass silage	
Durum wheat for grain		Operator Demographics	
Spring wheat for grain		Primary occupation: (number)	
Barley for grain		Farming	
Oats for grain		Other	
Sunflower seed, All		Place of residence: (number)	
Soybeans for beans		On farm operated	
Hay, haylage, grass silage		Not on farm operated	
Operator Demographics		Years on present farm: (number)	
Primary occupation: (number)		Less than 10 years	
Farming		10 years or more	
Other		Age group: (number)	
Place of residence: (number)		Under 55 years	
On farm operated		55 years and over	
Not on farm operated		Average age of operators: (number)	
Years on present farm: (number)			
Less than 10 years			
10 years or more			
Age group: (number)			
Under 55 years			
55 years and over			
Average age of operators: (number)			

## Owner and Renter Occupied Housing Units

Housing	Total	American Indian
Owner Occupied	70.6%	59.3%
Renter Occupied	29.4%	40.7%